

The logo for the Human Resource Management Association of Greater St. Louis features a stylized arch in a light tan color. Below the arch, the lowercase letters "hrma" are written in a bold, dark blue, sans-serif font. The text "Human Resource Management Association of Greater St. Louis" is positioned to the right of the arch, in a smaller, dark blue, sans-serif font.

Human Resource
Management Association
of Greater St. Louis

2007-2008
ANNUAL REPORT
TO
THE MEMBERSHIP

**THE HUMAN RESOURCE MANAGEMENT ASSOCIATION
OF GREATER ST. LOUIS
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MESSAGE FROM THE PRESIDENT

When the 2007-2008 Executive Committee first met last July, I presented the theme for the year: “Leadership, Learning and Laughter.” As we conclude our program year, I am proud to say that we have a great deal of all three of these themes during the last year.

We began our year with a fundraiser at STAGES St. Louis to benefit the SHRM Foundation, which supports scholarships for HR professionals, and research you can use and share with colleagues at work. Our chapter donation, and a “Turn \$5 into a Million” campaign for individual giving, brought our 2007 chapter contribution to over \$1,000.

In August, I represented the Chapter at the State HR Conference. I visited with some of you as well as with prospective members from among the approximately 1,000 SHRM At-Large members residing in the St. Louis area. At the conference, we also participated in a Workforce Readiness activity to provide school supplies, which were donated to a University City middle school.

In September, we held a 50th anniversary celebration for the chapter, with recognition of past presidents and a special guest speaker from SHRM, in our new Renaissance Hotel location.

Our robust programming continued throughout the year, with seminars, keynote presentations, roundtable discussions, and International Committee programs. We sought feedback from attendees, and continued to raise the bar with increased satisfaction scores for 2007-2008. We learned that earning recertification credits for those with PHR, SPHR, and GPHR designations is one of our key “draws” and future programming will be based on that priority.

Retaining and growing the membership is also a key focus, and

innovations such as the Member-Referral program, “Bring a Guest for Free” and mailings to SHRM At-Large members helped us get the word out about the benefits of chapter membership. In the last few months, I was stopped several times by new members who indicated that HRMA is the “place to be” for HR professionals in St. Louis. We attracted a total of 150 new members this year. Please continue to refer other HR professionals.

This year we launched a Diversity Award, to encourage organizations to examine their practices and learn from others who are engaged in activities that promote the benefits of workplace diversity as a key component in organizational success.

You can be proud to be a member of HRMA of Greater St. Louis, which was designated as a Superior Merit Chapter for 2007. We evaluated our activities in areas including chapter management, college relations, certification, diversity, governmental affairs, workforce readiness and SHRM Foundation support. There are many more things that we would like to do in all these areas, so if you have a particular interest, please let us know. SHRM’s national president, Janet Parker, issued a call for chapters to look outward to their communities to identify needs where we as a group of dedicated HR professionals can make a difference—either on our own or in partnership with other entities.

Here in St. Louis, we will strive to bring you more opportunities to connect with peers, like our NetWorks, on-line community, and in 3-D through new networking or social events. We are looking at ways to provide additional educational content, and to support you on becoming a certified professional. We will continue to promote our on-line job listings at www.hrmas-stl.org, so companies and recruiters know where to find our members in transition. Our goal is to be the best at whatever we do, and not to duplicate other services. As an Executive Committee we have wisely used the resources of the chapter, both its human capital and its financial resources to benefit the membership.

A special thank you to two dedicated Executive Committee members who completed their terms, Dora Cuddihee, VP of Communications and Matt Podjeski, SPHR, VP of Membership. Their wisdom and insights will be missed. Welcome to new Executive Committee members: Robb Lax, Melvin Ballenger, and Jim Hetlage. You have a dedicated leader in your new President, Mason Duchatschek.

It was an honor to represent HRMA of Greater St. Louis at the SHRM National Conference, the SHRM Leadership Conference, the MO-SHRM State Conference, and when speaking to the press. However, the most meaningful activity was standing at the podium to greet you each month. You are the reason we go to meetings, participate in webcasts and conference calls and review member survey results monthly. Your affiliation is a reflection of our need for connections, and for a venue to get information and insights we don't get sitting at our desks by ourselves. HRMA is the place where you can ask questions, try new things, learn, and gain leadership skills that will serve you well in your professional lives. As I said at the start, the theme I chose for this year was "Leadership, Laughter, and Learning." I hope that HRMA fulfilled that goal for you.

Carla Rosen, PHR
President, 2007-2008

PRESIDENT-ELECT

MASON DUCHATSCHEK

FOUNDATION:

According to SHRM's website:

The SHRM Foundation was founded in 1966 as a 501 (c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.

The Foundation promotes research, innovation and the use of research-based knowledge. With an annual budget of approximately \$1 million, it funds major research projects that have a direct and practical impact in advancing the HR profession.

Jane Scott led the initiative to raise funds on behalf of our chapter this year. Deborah Hamilton volunteered midway through the program year to offer her assistance as well. Through chapter donations and fundraisers like the IPOD raffle this fall, our chapter donated a total of \$1,290.

COMMUNITY SERVICE

HRMA has participated with various non-profit organizations to assist them in developing their HRM departments by providing various HRM consulting services. This committee coordinates new requests for HRM-related services and partners with the Diversity/Workforce Development committee to coordinate efforts.

Community service efforts were led this year by Cindy Baumann and John Garavaglia.

Their most notable accomplishment was service to the not-for-profit organization known as the Emmaus Homes. Assistance and guidance was provided to help reduce employee turnover. Once the main causes for turnover were pinpointed, the committee did things like:

1. Suggested training programs and courses available through the Business Training Library and demonstrated how the cost was minimal.
2. Offered ideas on recognition and incentive programs that would help the morale of the staff.
3. Discussed surveys that could offer relevant and timely feedback.
4. Provided documentation and samples of such initiatives and tools to aid in instruction.

In preparation for next year, steps have been taken to reach out to other not-for-profit organizations in need of similar assistance through targeted mailings.

ADMINISTRATION/TREASURER

BARBARA CARNES, PH.D.

VICE PRESIDENT OF ADMINISTRATION/TREASURER

ADMINISTRATION/TREASURER

It has been a good year overall. Highlights of the year included increased emphasis on expense reduction and I would like to thank all executive committee members, committee chairs, and committee members for their efforts to contain expenses. We began our year with reduced reserves of approximately \$40,000 due to a poor showing at the 2007 Strategic HRM Symposium and several anticipated expenses. We are closing the year having replenished the reserves by \$6,000. We will continue replenishing our reserves in the coming year.

We have been able to reduce expenses and make better financial decisions due to improved administrative time accounting put into practice this year. Our chapter administration partner, Q&A Business Solutions, started reporting their time expenditures to specific budget line items. This has helped us better understand “where the money goes” and where we might reduce expenses.

I would like to take this opportunity to say I enjoyed serving two years as Vice President of Administration. Next year I will assume responsibilities as Vice President of Communications.

BUSINESS PARTNER RELATIONS

Committee Members: Phil Bruno, Jeremy Brenner, Erica Howard and Steve Lipic.

We adopted a new name for this committee during the year which we believe better expresses the reciprocal nature of the relationship

our members have with consultants and vendors. Our committee has worked diligently to add new sponsoring and advertising opportunities and to fine tune those previously offered. New opportunities for the coming year will be introduced at a special luncheon for our Business Partners on June 10. This luncheon is also our opportunity to thank our Business Partners for their support and to provide helpful information about our organization. New advertising and sponsorship opportunities for the coming year include: a searchable consultant directory on our website, calendar dates, new member orientation sponsorships, and literature table placement at meetings.

COMMUNICATIONS

DORA CUDDIHEE

VICE PRESIDENT OF COMMUNICATIONS

Why are you a member of the Human Resources Management Association of Greater St. Louis?

Here's what we hope you derive from your membership (as stated, in part, in our By-Laws):

- a forum for your personal and professional development;
- an opportunity to develop leadership, managerial, public speaking and group decision making skills;
- an arena for the development of trust relationships where common problems can be discussed;
- an opportunity to focus on current human resource management issues of importance to you;
- a source for focusing legislative attention on state and national human resource management issues;
- a source of valuable information gathering and dissemination.

Increase in general membership, increase in attendance at monthly meetings, and progressively positive responses and reactions to monthly speakers and topics are encouraging indicators that HRMA is providing what it states in the By-Laws, under "purposes."

Also, the 136,000 website hits, to-date, since July 2007 are additional indicators that you are seeking and, hopefully, getting information and/or answers from HRMA.

HRMA's community forum, NetWorks, could be more fully utilized for networking, soliciting and sharing HR-related information and experience with other HRMA members. It was designed to "become a virtual and perpetual arena of networking and relationship development that can supplement and/or initiate introductions made at meetings."

The Communications Committee plans to increase further use and improve ease of access of our current technology for the benefit and involvement of HRMA members.

Remember, what you invest and what you gain from your HRMA membership depends on you. Become active and make a difference.

DEVELOPMENT

MELANIE PELLETIER, SPHR

VICE PRESIDENT OF DEVELOPMENT

MENTORING COMMITTEE

Chairperson: Sarah Whitehead

The Mentoring Committee's primary goal for the 2007-2008 year was to build the mentoring program and increase participation of mentors. The focus of the committee is on developing and administering the HRMA Mentoring Program to help facilitate development opportunities for our membership. The committee received eight mentor and protégé applications and successfully matched mentor and protégé. The committee continues to communicate the program with the hope of increasing interest and participation. New goals for the coming year will include tracking mechanisms and tool development to continue to help build the mentor relationship.

CERTIFICATION COMMITTEE

Chairperson: Neva Sprung, SPHR

The goal of the Certification Committee was to coordinate the SPHR/PHR certification study group program to encourage certification and assist our members in successfully completing the certification exam. Twelve individuals participated in the Fall 2007 certification study group program introduction The Spring and eight continued in a study group. The sessions addressed the following:

- How the certification exams are structured
- Assessing your readiness
- Which study guides are available
- Study hints/strategy for the exams
- How to answer the questions
- Keeping your focus during the test
- Importance of certification and recertification
- How exam questions are developed
- Body of knowledge (test specifications)
- Exam application process
- Resources for exam certification

The feedback from study group members and general membership is to provide more formal training as opposed to informal study group sessions. The committee has begun a study on how to achieve this while addressing resources issues (budget and staff).

SCHOLARSHIP COMMITTEE

Chairperson: Christina Cappell

The Scholarship Committee established a goal to develop multiple scholarship opportunities that support professional development, meeting attendance and active committee involvement. One application for scholarship was submitted for the SPHR testing fee. The committee will continue to focus on communicating the availability of scholarships to the membership, as well as evaluate the program and recommend changes that should help to increase utilization.

COLLEGE RELATIONS COMMITTEE

Chairperson: Melanie Pelletier

The College Relations Committee was inactive for much of 2006 – 2007. The focus for the 2007 – 2008 year will be to form an active committee whose goals will include relationship building with area colleges and universities with both undergraduate and graduate level human resources programs to increase the visibility of HRMA with the student population and faculty.

MEMBERSHIP

MATTHEW J. PODJESKI, SPHR
VICE PRESIDENT OF MEMBERSHIP

The HRMA Membership Committee is committed to supporting and increasing HRMA membership. The committee's goals include attracting new members, submitting new membership applications to the Board, planning and facilitating new member orientations, encouraging/supporting new members to become quickly engaged in the organization, and member retention.

As of June 4, 2008 there were 495 approved members, which was just slightly fewer members than the 5% growth goal estimated for the 2007-2008 fiscal year. HRMA membership is comprised of 83% HR practitioners and 17% consultants. According to HRMA bylaws the ratio of consultants to practitioners is not recommended to exceed 20%.

In addition to a variety of marketing and outreach efforts, the membership committee focused efforts on increasing member retention. The committee facilitated two new member orientations in October 2007 and April 2008, supported by HRMA sponsor organizations. During these events, new members met and networked with HRMA peers as they were oriented to the HRMA bylaws and volunteer opportunities. A total of 36 new members attended the orientations.

HRMA's best source for referrals for new members is our current membership base. To encourage HRMA members to assist with recruitment of new applicants for membership, the committee continued the "Referral Rewards" program, which offers an incentive to members who refer applicants who ultimately join HRMA. By year end, 53 new members indicated being referred by HRMA members.

The "Bring a Guest for Free" program, created in Fiscal Year 2006-2007 and continued in Fiscal Year 2007-2008, encourages members to bring a guest to an HRMA presentation/dinner event for free; a limited number of "free seats" is made available for each regular event for members who commit to escorting a potential applicant to a meeting. Members of the committee then make personal phone calls to all paying and free guests as an attempt to encourage them to return and to become members. In Fiscal Year 2007-2008, 28 guests participated in the program, resulting in 7 new members.

HRMA's Membership Committee volunteers to make phone calls to new members and after 90 days of joining. The new members are welcomed and encouraged to meet with a member of the committee at the next available event. In the 90 day follow up calls, new members are queried about their initial experiences, they are invited to the next scheduled new member orientation, and they are encouraged to get involved by joining an HRMA committee. These new member welcome calls were initiated by the committee and implemented this fiscal year as a "value added" effort to help new members feel welcome. In addition, committee members volunteer to "meet and greet" guests and new members at monthly functions as an additional step in helping new members to become comfortable and to get to know their new peers.

HRMA encourages our members to join and maintain membership in both the local HRMA chapter and the Society for Human Resource Management (SHRM). Through the efforts of the membership committee and the assistance of our SHRM partners, a mailing to SHRM "members at large," or SHRM members who

are not affiliated with a local chapter, resulted in approximately 20 new members, thus increasing HRMA membership as well as the percentage of members affiliated with SHRM. At year end, over 63% of HRMA members also had membership in SHRM. HRMA was recognized by SHRM in 2008 for the increase in dual memberships.

A member satisfaction survey was created by the committee and distributed to new members via email in March 2008. With 120 members providing feedback, we learned valuable information about what is important to our membership. Based on survey feedback, the committee is branching out to including the design and facilitation of summer events for HRMA members to maintain networking opportunities during the off-season. The results also provided valuable information on the type of programs and professional development opportunities most desired by members.

PROGRAMS

MARTHA KREIPKE

VICE PRESIDENT OF PROGRAMS

The 2007-2008 program year presented a range of programs of interest to the membership and serving the need for personal and professional development. The topics included:

- Business Ethics
- Domestic Violence in the Workplace
- Legal Roundtable Program
- Leveraging Talent Management for Transformation
- Making a Difference in the New HR
- Security Breaches: What is Your Defense
- Non-Traditional Recruiting Sources
- Overview of Connections for Success
- Best Places to Work: The St. Luke's Hospital Story
- Creating High Performance Teams
- Onboarding

The programs were attended by an average of 34.66% of the HRMA membership (compared to an average of 28% the previous year). The average rating for the pre-dinner seminars was 7.89 on a scale of 1 to 10 (up from 7.54 the previous year). The average ratings for the keynote addresses was 8.66 (up from 8.03 the previous year.) Several of our meetings surpassed all previous attendance records.

The dinner and breakfast meetings draw from different segments of the HRMA membership and will continue to be offered. While the move to the Renaissance Hotel was an unfortunate inconvenience for some of the members, the feedback overall has been very positive. HRMA has signed a contract with the Renaissance Hotel for the 2008-2009 program year.

We ask all members to be sensitive to the costs associated with making a reservation for a meeting and then not attending. We know that last minute conflicts can arise, but your association would prefer to apply your membership dues towards programs and service rather than unused meals.

The Program Committee encourages all interested members to participate on the committee. Our ability to deliver quality programs on relevant topics depends on the dedication and hard work of many wonderful volunteers.

WORKFORCE READINESS AND DIVERSITY

PATRICIA HENDERSON, PHR

VICE PRESIDENT OF WORKFORCE READINESS AND DIVERSITY

The Diversity and Workforce Readiness Committee is committed to increasing the awareness of diversity within the HRMA membership while collaborating with organizations to offer human resource knowledge and expertise within the workforce and community.

In keeping with that commitment, the joint effort of the Diversity and Workforce Readiness Committee members included the initiation and/or participation in the “Dress for Success Program”, the Back to School Supply Drive, the Job Fair May 8, 2008, the play at the History Museum and the development of the first Diversity Leader Award.

This year was an invigorating year which offered many opportunities for the members, while advancing the profession. Some activities included the following:

- The “Dress for Success Program” program allowed low income applicants to receive clothing to assist with interviews and employment.
- The Back to School Supply Drive served as an opportunity to provide supplies to a school so that underprivileged students will have the needed tools to start school.
- Job News had a job fair in which members of HRMA facilitated presentations with regard to interviewing tips and resume writing.
- Members on the committee attended a play at the History Museum addressed how to effectively address people with a disability and featured a cast of actors who have disabilities.

The committee held early monthly meetings and was involved in several meaningful activities to keep diversity “alive” and to offer personnel expertise to organizations. The most innovative initiative which required camaraderie, support and team effort, was the development and implementation of the first ever Diversity Leader Award. The Diversity Leader Award is sponsored by Webster University School of Business and Technology. The purpose of the award is to promote and encourage diversity best practices among organizations within the HRMA membership.

The Diversity and Workforce Readiness Committee members

remained focused and had a very informative and productive year. The committee looks forward to being involved in more community oriented activities for the coming year!

HRMA
Balance Sheet
 As of June 30, 2008

	<u>Jun 30, 08</u>	<u>Jun 30, 07</u>
ASSETS		
Current Assets		
Checking/Savings		
Lemay BT	-1,883.02	528.06
Lemay BT MM	47,415.74	39,927.22
Total Checking/Savings	<u>45,752.72</u>	<u>40,455.28</u>
Other Current Assets		
Undeposited Funds	200.00	250.00
Total Other Current Assets	<u>200.00</u>	<u>250.00</u>
Total Current Assets	<u>45,952.72</u>	<u>40,705.28</u>
TOTAL ASSETS	<u>45,952.72</u>	<u>40,705.28</u>
LIABILITIES & EQUITY		
Equity		
Retained Earnings	40,705.28	76,859.23
Net Income	5,247.44	-36,153.95
Total Equity	<u>45,952.72</u>	<u>40,705.28</u>
TOTAL LIABILITIES & EQUITY	<u>45,952.72</u>	<u>40,705.28</u>

HRMA
Profit & Loss Budget vs. Actual
July 2006 through June 2008

	Jul '07 - Jun '08	Budget	\$ Over Budget	% of Budget	Jul '06 - Jun '07
Income					
Administration Income					
Interest Income					
Checking Acct.	224.24	200.00	24.24	112.12%	248.64
Money Market	488.52	600.00	-111.48	81.42%	1,639.77
Total Interest Income	<u>712.76</u>	<u>800.00</u>	<u>-87.24</u>	<u>89.1%</u>	<u>1,888.41</u>
Sponsorship					
Online Directory Listing	200.00				0.00
Program Sponsorship	640.00				0.00
Website Banner Ads	250.00				0.00
Sponsorship - Other	9,853.00	10,000.00	-147.00	98.53%	6,350.00
Total Sponsorship	<u>10,943.00</u>	<u>10,000.00</u>	<u>943.00</u>	<u>109.43%</u>	<u>6,350.00</u>
Total Administration Income	<u>11,655.76</u>	<u>10,800.00</u>	<u>855.76</u>	<u>107.92%</u>	<u>8,238.41</u>
Book Sales	0.00				0.00
Certification Study Group	0.00	100.00	-100.00	0.0%	75.00
Communications Income					
Job Posting Service	12,460.00	12,000.00	460.00	103.83%	10,890.00
Total Communications Income	<u>12,460.00</u>	<u>12,000.00</u>	<u>460.00</u>	<u>103.83%</u>	<u>10,890.00</u>
Membership Income					
Dues					
Regular	101,845.00	102,000.00	-155.00	99.85%	101,877.00
Sponsor	0.00				5,100.00
Student	450.00	125.00	325.00	360.0%	225.00
Total Dues	<u>102,295.00</u>	<u>102,125.00</u>	<u>170.00</u>	<u>100.17%</u>	<u>107,202.00</u>
Total Membership Income	<u>102,295.00</u>	<u>102,125.00</u>	<u>170.00</u>	<u>100.17%</u>	<u>107,202.00</u>
Other Inc	0.00				1.00
Program Income					
Meeting Fees	7,350.00	4,000.00	3,350.00	183.75%	6,575.00
Total Program Income	<u>7,350.00</u>	<u>4,000.00</u>	<u>3,350.00</u>	<u>183.75%</u>	<u>6,575.00</u>
SHRM Foundation	290.00	250.00	40.00	116.0%	147.50
SHRM Refunds	4,605.00	4,000.00	605.00	115.13%	4,395.00
Special Program Income					
Strategic HRM Symposium					
Registration Fees					
Luncheon	0.00				1,575.00
Regular	0.00				9,614.00
Total Registration Fees	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>	<u>11,189.00</u>
Strategic HRM Symposium - Other	0.00				0.00
Total Strategic HRM Symposium	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>	<u>11,189.00</u>
Special Program Income - Other	0.00				157.00
Total Special Program Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>	<u>11,346.00</u>
Uncategorized Income	0.00				300.00
Total Income	<u>138,655.76</u>	<u>133,275.00</u>	<u>5,380.76</u>	<u>104.04%</u>	<u>149,169.91</u>
Expense					
Administration					
Bank Chrg	3,107.20	2,500.00	607.20	124.29%	3,173.36
Business Partners	2,716.14	200.00	2,516.14	1,358.07%	0.00
Management Fees-Administration	3,096.78	3,600.00	-503.22	86.02%	0.00
Management Fees-General	3,280.00	2,000.00	1,280.00	164.0%	45,369.11
Professional Fees	2,504.25	2,500.00	4.25	100.17%	3,510.00
Supplies					
Printing					
Stationery	0.00				392.76
Total Printing	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>	<u>392.76</u>
Supplies - Other	39.69	100.00	-60.31	39.69%	666.03
Total Supplies	<u>39.69</u>	<u>100.00</u>	<u>-60.31</u>	<u>39.69%</u>	<u>1,058.79</u>
Telephone	1,021.04	1,200.00	-178.96	85.09%	1,166.83

	<u>Jul '07 - Jun 08</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jul '06 - Jun 07</u>
Administration - Other	55.00				0.00
Total Administration	15,821.10	12,100.00	3,721.10	130.75%	55,278.09
Board of Directors					
Annual Report	0.00				0.00
Conferences	9,020.80	7,000.00	2,020.80	128.87%	16,351.47
Exec Committee	2,974.76	2,000.00	974.76	148.74%	1,715.66
Insurance	635.00	600.00	35.00	105.83%	0.00
Management Fees	11,670.00	12,000.00	-330.00	97.25%	0.00
Officers Mtgs	495.77	100.00	395.77	495.77%	587.87
President Exp.	0.00	150.00	-150.00	0.0%	112.89
SHRM Foundation	1,000.00	1,250.00	-250.00	80.0%	1,106.00
Board of Directors - Other	0.00				653.00
Total Board of Directors	25,797.33	23,100.00	2,697.33	111.66%	20,526.89
Business Partners					
Communications	61.94				0.00
Committee Meetings	114.26	400.00	-285.74	28.57%	403.70
External					
Government Affairs	0.00	100.00	-100.00	0.0%	0.00
Marketing	0.00	200.00	-200.00	0.0%	0.00
Public Relations					
CEO Exchange	0.00				0.00
Public Relations - Other	0.00				6,683.06
Total Public Relations	0.00				6,683.06
Total External	0.00	300.00	-300.00	0.0%	6,683.06
Internal					
Webelle	493.75	1,500.00	-1,006.25	32.92%	1,291.25
Total Internal	493.75	1,500.00	-1,006.25	32.92%	1,291.25
Management Fees	2,726.25	4,800.00	-2,073.75	56.8%	0.00
Total Communications	3,334.26	7,000.00	-3,665.74	47.63%	8,378.01
Community Service					
Development	0.00				0.00
Certification					
Prep Sessions	24.46	300.00	-275.52	8.16%	0.00
Recognition	0.00				0.00
Certification - Other	0.00				350.79
Total Certification	24.46	300.00	-275.52	8.16%	350.79
Management Fees	50.00	200.00	-150.00	25.0%	0.00
Mentoring Program	0.00	100.00	-100.00	0.0%	0.00
Scholarships	600.00	2,000.00	-1,400.00	30.0%	432.76
Total Development	674.46	2,600.00	-1,925.52	25.94%	783.55
Membership					
Comm Mtgs.	64.10	150.00	-85.90	42.73%	129.81
Management Fees	6,998.75	8,000.00	-1,001.25	87.46%	0.00
New Members					
Postage	0.00	250.00	-250.00	0.0%	178.38
Printing	0.00	350.00	-350.00	0.0%	287.60
Reception					
Food & Beverage	1,430.84	1,700.00	-269.16	84.17%	1,451.29
Invitations	0.00				0.00
Supplies	155.00	300.00	-145.00	51.67%	0.00
Reception - Other	0.00				211.82
Total Reception	1,585.84	2,000.00	-414.16	79.29%	1,663.11
Total New Members	1,585.84	2,600.00	-1,014.16	60.99%	2,129.09
Recruiting					
Prize	0.00	300.00	-300.00	0.0%	0.00
Recruiting - Other	1,954.56	2,600.00	-645.44	75.16%	2,535.04
Total Recruiting	1,954.56	2,900.00	-945.44	67.4%	2,535.04
Retention					

	<u>Jul '07 - Jun 08</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jul '06 - Jun 07</u>
Renewals					
Postage	220.50	400.00	-179.50	55.13%	314.34
Printing	591.47	800.00	-208.53	73.93%	1,004.97
Total Renewals	<u>811.97</u>	<u>1,200.00</u>	<u>-388.03</u>	<u>67.66%</u>	<u>1,319.31</u>
Total Retention	811.97	1,200.00	-388.03	67.66%	1,319.31
Roster					
Layout & Mailing	0.00				23.60
Postage	0.00				540.00
Printing	0.00				2,865.61
Total Roster	<u>0.00</u>				<u>3,429.21</u>
Univ. Relations	0.00				0.00
Total Membership	<u>11,415.22</u>	<u>14,850.00</u>	<u>-3,434.78</u>	<u>76.87%</u>	<u>9,542.46</u>
Membership Mailings					
Postage	676.00				0.00
Printing	295.46				0.00
Total Membership Mailings	<u>971.46</u>				<u>0.00</u>
MO SHRMs Conference Drawing	986.37	1,000.00	-13.63	98.64%	846.10
Programs					
Audio Visual	4,042.78	4,000.00	42.78	101.07%	4,283.80
Committee Meetings	709.62	700.00	9.62	101.37%	500.55
Food & Beverage	44,893.33	35,000.00	9,893.33	128.27%	36,950.92
International	782.61	1,200.00	-417.49	65.21%	100.00
Management Fees	15,711.25	14,000.00	2,711.25	119.37%	0.00
Postcards					
Postage	984.49	1,500.00	-515.51	65.63%	1,641.60
Printing	378.50	1,500.00	-1,121.50	25.23%	1,403.42
Total Postcards	<u>1,362.99</u>	<u>3,000.00</u>	<u>-1,637.01</u>	<u>45.43%</u>	<u>3,045.02</u>
Speaker Exp.	1,347.38	10,000.00	-8,652.62	13.47%	2,078.42
Supplies	2,285.02	1,000.00	1,285.02	228.5%	341.74
Total Programs	<u>72,134.88</u>	<u>68,900.00</u>	<u>3,234.88</u>	<u>104.7%</u>	<u>47,300.45</u>
Recognition	1,869.10	500.00	1,369.10	373.82%	1,099.57
Special Programs					
Strategic HRM Symposium-Exp.					
Audio Visual	0.00				502.48
Books Given	0.00				4,193.16
Food & Beverage	0.00				2,890.33
Marketing	0.00				5,961.77
Speaker Expense	0.00				27,242.22
Strategic HRM Symposium-Exp. - Other	0.00				21.27
Total Strategic HRM Symposium-Exp.	<u>0.00</u>				<u>40,811.23</u>
Total Special Programs	0.00				40,811.23
Workforce					
Back To School	152.16	100.00	52.16	152.16%	0.00
Committee Meetings	0.00	140.00	-140.00	0.0%	0.00
Diversity					
Awards Program	75.00	1,600.00	-1,525.00	4.69%	0.00
Diversity - Other	95.00				655.97
Total Diversity	<u>170.00</u>	<u>1,600.00</u>	<u>-1,430.00</u>	<u>10.63%</u>	<u>655.97</u>
Miscellaneous	0.00	200.00	-200.00	0.0%	0.00
Workforce Development	0.00				0.00
Workforce - Other	20.00				101.54
Total Workforce	<u>342.16</u>	<u>2,040.00</u>	<u>-1,697.82</u>	<u>16.77%</u>	<u>757.51</u>
Total Expense	<u>133,409.32</u>	<u>132,090.00</u>	<u>1,319.32</u>	<u>101.0%</u>	<u>185,323.86</u>
Net Income	<u>5,247.44</u>	<u>1,185.00</u>	<u>4,062.44</u>	<u>442.82%</u>	<u>-36,153.55</u>

MARK YOUR CALENDAR FOR THE 2008-2009 PROGRAM YEAR

September 24, 2008

Dinner Meeting

October 29, 2008

Breakfast Meeting

November 19, 2008

Dinner Meeting

January 21, 2009

Dinner Meeting

February 18, 2009

Breakfast Meeting

March 18, 2009

Dinner Meeting

April 22, 2009

Breakfast Meeting

May 20, 2009

Dinner Meeting

THE HUMAN RESOURCE MANAGEMENT ASSOCIATION OF GREATER ST. LOUIS IS THE PREMIER HUMAN RESOURCE MANAGMENT PROFESSIONAL ASSOCIATION IN THE ST. LOUIS REGION. OUR MISSION IS TO FOSTER THE PROFESSIONAL DEVELOPMENT OF OUR MEMBERSHIP, TO BE A FORUM FOR THE EXCHANGE OF IDEAS, AND TO PROVIDE FOR THE CREATIVE LEADERSHIP AND EFFECTIVE MANAGEMENT OF PEOPLE TO ADD VALUE TO THE ORGANIZATIONS THEY REPRESENT AS WELL AS THE COMMUNITY AT LARGE.

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